



Exercise Guide for

PA310

Create and Maintain

Employee Data

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Exercise 2.1 - New Hire

Scenario


The Cultural Resources Library is undergoing a digitization process and will hire a new Digitization Clerk into its organizational unit (20010287). The new employee will begin working today at a salary that is equivalent to the minimum salary range. The new employee will be issued a badge and two keys. The employee's military status is Reserve.

There are three parts to this Exercise:



- I Initiate Workflow (WF)
 - II Watch as Instructor demonstrates the Agency and Funding approval process
 - III Complete Approved PCR from the Initiator's Inbox
-
- ☒ It is important to complete all of the exercises in their entirety because some subsequent exercises depend upon the data that was entered in previous exercises.
 - ☒ The online Business Process Procedure (BPP) is the step-by-step process. The Exercise Guide is **not** intended to be a step-by-step guide but merely contains the data to use. There are steps included in the first couple of exercises in the Exercise Guide; after that, you are instructed to use what you have learned up to that point to perform the subsequent exercises.

Part I – Initiate Workflow (WF) as Initiator

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Log onto SAP using the **Initiator** user id and password.
2. Assume the following: you have already run the Cross Verification Report and did not find the employee in the system, you used PPOSE and verified that the position is vacant, you checked PMIS and did not find a record.
3. On the Easy Access screen, type **ZPAA076** in the Command field.
4. Click . The Employee Action Request screen is displayed.
5. Enter the following data:






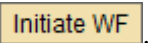

Field	Value
Last 4 digits (SSN)	<p>Any of your choosing (make up a social security number for training purposes).</p> <p>Important! Write down the numbers you used because you will need them again:</p> <p>_____</p> <p>Enter the last 4 digits as applicable (if you receive a message that the security number is already assigned to another employee, just continue entering a combination of numbers until it is accepted).</p>
Employee Name	<p>Any of your choosing – Be sure you write down the name you use because you will need this person in subsequent exercises.</p> <p>_____</p>
Effective on	<p>Today's date (in your work environment, follow State policy if the employee reports to work one day after the beginning of a payroll period that falls on a weekend or holiday).</p>
Action Type	New Hire
Reason	New Hire

6. Click Enter .
7. Click Create . The second screen of the Employee Action Request screen is displayed.
8. Enter the following data:

Field	Value
EE Position	<p>Use the Digitization Clerk position number in the Data Set that was assigned to your student number.</p> <p>Press Enter.</p> <p>Observe that the Employee Group and Employee Subgroup fields are now populated.</p>

Field	Value
EE Group/Subgroup	<p>Change to the appropriate subgroup to indicate that the employee is full time, subject to overtime, and is a probationary employee (use the matchcode and then double click the correct selection).</p> <p>SPA Employees FT S-FLSAOT Prob.</p> <p>NOTE: When the Position number is entered, the Employee Subgroup defaults to FT S-FLSAOT Perm. Because this is a New Hire, the employee should be in probationary (or trainee) status.</p>
Annual Salary	Select the minimum of the salary range

NOTE: Observe two fields that will not be used now, but would be used in appropriate Actions: Work Against and Last Date Worked.




9. Click Enter .
10. Click Save . The Information pop-up is displayed with the assigned PCR number.
11. Write the PCR number on your new hire paperwork (in class, use your Exercise Guide).
12. Click  to close the pop-up.
13. Click Services for Object . **NOTE:** This button is not available until you have saved the Employee Action Request. The Services for Object button displays either an icon menu or a drop down menu depending upon whether you click on the right or left of the icon.
14. Select Create > Create Note.
15. Enter a note title.
16. Click in the note section and write the applicable information to send along with the PCR. Begin the note with your name and the date. **NOTE:** The notes that you write are only recorded in the Workflow PCR; they do not follow in the PA Action. However, you can copy and paste from WF into the Action when you are processing the infotypes.
17. Click the green check  to close the notes. If applicable, close the notes icon menu.
18. Click . The Information pop-up is displayed indicating that the PCR has been submitted.
19. Click the green check  to close the Information pop-up. You are returned to the Employee Action Request (first screen).

Part II – Watch as the Instructor demonstrates the two approval levels (Agency and Funding)

Note to Instructor. You should read each PCR and return those that are incorrect. The steps for processing Agency and Funding approvals are included in the *PA310 Instructor Supplement* to this guide.



Part III – Complete Approved PCR from Initiator's Inbox

NOTE: If you are on the Employee Action Request screen, use the Back button to return to the Easy Access Screen.

1. From the Easy Access screen, click SAP Business Workplace 
2. Click the node beside Inbox  **Inbox** to expand it.
3. Before you process the PCR, make a copy of the note in order to paste it into the Actions infotype:
 - Select (do not double click) the Workflow to select it.
 - At the bottom of the screen, click the “header” (not tracker) link: PA PCR xxxxx ##### (where X and # represent employee's name and PCR number).
 - At the Employee Action Request screen, click the Services for Object button to review the notes or attachments.
 - Select Attachment List.
 - Highlight the line item for the note.
 - Double click or use the eyeglasses.
 - Highlight the entire note, including the title.
 - Right click and select Copy. You can either keep the copied note in the clipboard for use later, or paste it to a Word document for later use. **Do not leave the PCR open in a second session.**
 - Click X to close the Display note popup.
 - Click X to close the Services for Objects popup. . **It is a best practice to make sure the PCR is closed before you process the approved PCR Actions** because an open PCR uses a lot of memory
 - Click the Back button.
4. With the PCR still selected, click the Execute  (or double click the PCR line item). BEACON SAP automatically takes you to the applicable screen for the Action (in this exercise, it is the Hiring Action screen).

5. On the Hiring Action screen, enter the following data:

Field	Value
SSN	On the Hiring Action screen, you must enter the complete social security number (on WF, you only entered the last 4). For training, use the set of numbers from the previous step. Caution! Be sure the last 4 are the same as the ones you entered on WF. If you receive a message that the security number is already assigned to another employee, just continue entering a combination of numbers (except the last 4) until it is accepted.
DOB	11/15/1980
Gender	Use a gender that matches the name you chose.

6. Click Enter  and Execute . The Personnel Actions screen is displayed with an assigned personnel number.

7. On the Personnel Actions screen, enter:

Infotype/Field	Value
From	Today's date (this must always match the date you entered on WF).
Action Type	Select New Hire

8. Click Enter .

9. Click Execute .

NOTE: It is a best practice to always save a pre-populated infotype even if you do not make changes. In some cases, there are dynamic infotypes that display only when the previous infotype was saved. If you use the Next record button instead of saving, those dynamic infotypes will not display and the employee's record will be incomplete.

10. Complete the following fields:

Infotype/Field	Value
Create Actions (0000)	Use the menu to select Edit > Maintain text to write an applicable note.
Reason for Action	Observe the field defaulted from WF
Reference Per. No	Leave blank

Infotype/Field	Value
Position	Observe the field defaulted from WF
EE Group/ Subgroup	<p>Observe the field defaulted from WF</p> <p>If you forgot to make the applicable changes on the WF, you can make the changes now. Be aware, however, that when an audit is run of your Actions, this will show as a discrepancy.</p> <p>Enter and Save. A warning message displays indicating that the employee and position have different groups/subgroups.</p> <p>Enter to bypass the warning.</p>
Enter note copied from WF	<p>From the menu bar:</p> <ul style="list-style-type: none"> • Select Edit • Maintain text. • Press Enter if a warning message appears indicating that person and position have different group/subgroup • Use Ctrl+V (or use the Insert button) to paste the note from the PCR. • Click Save. • Click Save as needed to bypass warning messages again
Create Personal Data (0002)	
Title	Select from drop down list
Marital status	Single
Gender	A gender that matches the name you chose
Dependents	<p>Leave blank (this field is not used during the Action)</p> <p>Enter and Save</p>
Create Organizational Assignment (0001)	Enter and Save
Delimit vacancy	Yes
Create Date Specifications	<p>Review for accuracy</p> <p>Enter and Save</p>
Create Addresses (0006)	

Infotype/Field	Value
Permanent address	<p>4 Paws Lane, Raleigh, NC 27604</p> <p>Wake County</p> <p>NOTE: Enter address information on <i>Address line 1</i>. Only use Address line 2 if all of the information doesn't fit on line 1.</p>
Telephone	<p>919-244-8754</p> <p>Enter and Save</p>
Tax screens (0207, 0208, 0209)	<p>These all default from the previous information you entered. Review for accuracy, Enter and Save.</p>
Create Withholding Info W4/W5 US	<p>NOTE: The initial set-up is done by HR. Changes can be made by the employee via ESS. If updated after the first day of the month, the changes take effect the following pay period.</p> <p>If the employee is exempt from taxes, you will select the exempt option and choose "reportable" from the list.</p> <p>If the employee wants an additional amount withheld, enter the dollar amount in the "add. Withholding" field.</p>
Federal Filing Status	<p>Single (01)</p>
Allowances	<p>1</p> <p>Enter and Save</p>
Create Withholding Info W4/W5 US – State Filing Status	<p>See the note above on Federal W4 regarding the other information about this infotype.</p> <p>Single (01)</p>
State Allowances	<p>1</p> <p>Enter and Save</p>

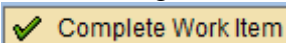
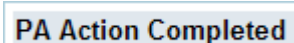
Infotype/Field	Value
Create Addresses (0006)	NOTE: Enter address information on <i>Address line 1</i> . Only use Address line 2 if all of the information doesn't fit on line 1.
Emergency	Havya Bach, 65 Red Cross Road, Raleigh NC 27604; telephone: 919-818-4545 Enter and Save
Mailing address/phone	P.O. Box 5104, Raleigh NC 27604 Enter and Save
Create Monitoring of Tasks (0019)	You are using the Monitoring of Tasks infotype to remind you of a task that you need to follow up on concerning the employee (like a tickler file).
Task type	For this exercise, use End of Probation. In your work environment, you would make the selection based upon the task for which you want to be reminded.
Date of task	Enter 9 months from date of hire. In your work environment, you would enter a date applicable to your Agency process. Press Enter.
Reminder date	This field has been designed to automatically populate. You can change the date if a different date better meets your needs. Enter and Save
Processing Indicator	Defaults to "New Task." Do not change.

Create I-9 Status (0094)	
Residence status	<p>Click the drop-down and select Citizen.</p> <p>Be aware that if an employee is not a citizen, you would make a different choice in the drop down, and a second infotype (0048 Residence Status) would appear. See the Student Guide for details concerning how to process infotype 0048.</p> <p>NOTE: The BEACON SAP entry for non-Citizen employees does not replace Windstar—you must still enter non-Citizen employees into the Windstar system, the official system of record for non-citizen employees.</p>
Id type	<p>Click the drop-down and select U. S. Passport</p> <p>NOTE: There are other options in the <i>Employment verification section</i> like birth certificate, social security number, etc.</p>
Issuing Authority	New Orleans
Id #	874032
Dates	<p>Issues 10/1/2006, expires 10/1/2016.</p> <p>Enter and Save</p>
Create Communication (0105)	<p>919-259-4574. This infotype is for the entry of the employee's office telephone.</p> <p>Enter and Save</p> <p>You may receive a warning that the id number is already in use. Enter to bypass the warning.</p>
Create Planned Working Time (0007)	<p>It is critical that you review this infotype. The planned working time defaults based from the employee's organizational structure. It is especially important to check the part-time box when applicable.</p> <p>For this exercise, accept the default. Observe that when you press Enter, the hour field automatically populates. The weekly workday field does not default. Do not enter data in the weekly workday field.</p> <p>Enter and Save</p>

<p>Create Basic Pay (0008) You should use Edit > Maintain text to write a note when applicable</p>	<p>Reason: New Hire</p> <p>NOTE: Observe that the salary defaulted from WF. Observe also that the value is USD which has automatically populated. If the employee was assigned to a DOT position, BEACON SAP would automatically change the field to USDN. All permanent DOT positions require 5 decimals on the Basic Pay infotype (0008). If the DOT employee is a temporary employee, the field will remain as USD because 5 decimals are not required for DOT temporary employees.</p> <p>Enter and Save</p>
<p>Possible subsequent activities</p>	<ul style="list-style-type: none"> • Click the green check to get to the enrollment screen • Double click the “automatic offer” option in order for TSERS to display • Click the Enroll button. • Click Enroll again • Click Continue • Click the back button (top of screen) • Click the red X to return to the data entry screen
<p>Create Bank Details You should always use Edit > Maintain text to write an applicable note when needed</p>	<p>The completion of the Bank Details infotype (0009) <u>must</u> be entered in order for payroll to run on the new employee. If the bank details are not available at the time of the data entry, it is your responsibility to obtain that information and enter the infotype before the system is closed for payroll processing. Even if you have instructed the employee to enter the data in ESS, you still must follow up with the employee to ensure he or she makes the entry prior to payroll closing. You must obtain high level approval before you can change the field from “direct deposit” to “check”.</p>
<p>Bank routing</p>	<p>011100106 (Wachovia)</p>
<p>Bank account number</p>	<p>5487542</p>
<p>Bank Control key</p>	<p>01 (01 is checking; 02 is savings)</p> <p>Enter and Save</p>
<p>Create Additional Personal Data (0077)</p>	
<p>Ethnic Origin</p>	<p>Use your own</p>
<p>Military status</p>	<p>Reserve</p>

Veteran status	Non-veteran NOTE: If “Recently Separated Veteran” is chosen, a new date box displays, and will need to enter the employee’s discharge date.
Disability status	None/prefer not to report Click Enter and Save.
Subtypes for “Quota Corrections” pop up	Select Military Leave (Training)
Create Quota Corrections (2013)	Quota number: 80 hours Click the drop-down box in the Transfer field and select the Only transfer quota correction immediately option. Enter and Save.
Subtype for Infotype “Education”	Select 06 for Bachelor (BAC) Degree Click the green check.
Create Education (0022)	
Start and to	9/01/1998 - 5/30/2002
College attended	NC State. Be sure you are consistent in the way you enter the college name. For example, you would not enter NC State on one employee and enter North Carolina State on another employee. Consistency assists when you are running reports.
Verified	Use the drop down menu and select the option that indicates that verification is pending. Enter and Save
Monitoring of Tasks (0019)	This time, the Monitoring of Tasks (0019) gives you an opportunity to follow up on the verification of the education. Monitoring of Tasks displays on your manager’s self service. To view a list of your tasks, you must run the <i>Date Monitoring Report</i> (transaction S_PHO_48000450).
Task type	Select “Credential Verification.”
Date of task	Enter 60 days from today. In your work environment, you would enter a date applicable to your Agency process. Press Enter.
Processing Indicator	Defaults to “New Task.” Do not change.

Reminder date	<p>This field has been designed to automatically populate. You can change the date if a different date better meets your needs.</p> <p>If education is verified prior to the reminder date, the task is not automatically deleted; it will still appear on the report and on MSS. You can delimit the infotype on the day you verify the education which will keep it from appearing on the report.</p> <p>Enter and Save</p>
Subtypes for infotype Certification and Licensing	<p>Click X to remove pop-up window.</p> <p>This infotype is used when the position requires a specific certificate or license.</p>
Create Objects on loan (0040)	<p>State ID #45.</p> <p>1/pieces</p> <p>NOTE: On the initial hire, you are to only enter one item on loan. If the employee receives more than one item--like in this case key # B05 and key #A12-- you will use PA30 to add the additional items; however you will perform that part of the exercise in this class).</p> <p>Enter and Save</p>

11. Click the back button at the Personnel Actions screen (the system automatically returns you to Personnel Actions when you finish the last infotype within the Action).
12. The pop-up is displayed indicating that the item must be explicitly completed. Click Complete Work Item . **NOTE:** It is critical that you complete this last step. Also be aware that if you cancelled the PCR without finishing the Action (which put the PCR back into your Inbox), when you click the Complete Work Item button, you will receive another screen where you have to indicate again that you have finished the Personnel Action.
13. Click  at the Decision Step in Workflow screen (middle option).

Manually Adding Performance Infotype

If you are processing a new hire between mid-April and June 30 every year, you will have to manually add the Performance Rating Infotype on all new hires (see Performance Rating IT0024 BPP for details). You will not perform this part of the exercise in class.

Questions

Answer the following questions.

Question 1

What are the transactions that should always be done prior to initiating a New Hire Workflow?

A.

Question 2

What system did SAP communicate with in order to receive the Personnel No.?

A.

Question 3

Which transaction code and infotype must you use to document any additional State-owned property the employee is issued?

A.

This exercise is complete.

Exercise 2.2 - New Hire (Rejected PCR)

Scenario

Cultural Resources has hired a temporary employee who will begin working today in a Technology Support Specialist position. The employee will be paid \$30.00 per hour and is being hired at the journey level. The employee is married and will be issued a laptop (serial # 4788).

There are five parts to this Exercise.


- I Initiate Workflow (WF)
- II Wait for Instructor to reject the PCR
- III Process the rejected PCR and resubmit
- IV Wait for Instructor to approve the PCR
- V Complete the approved PCR

When a PCR is rejected by the Approver, the Initiator must use the Workflow tracker to read the rejection note and correct the PCR accordingly. This exercise is designed to give you practice in following that process.

Part I – Initiate Workflow

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.


NOTE: If you are on the Business Workplace screen, use the Back button to return to the Easy Access Screen.

1. Assume the following: you have already run the Cross Verification Report and did not find the employee in the system, you also used PPOSE and verified that the position is vacant, you did not find a record in PMIS.
2. On the Easy Access screen, type **ZPAA076** in the Command field.
3. Click . The Employee Action Request screen is displayed.

4. Enter the following data:

Field	Value
Last 4 digits SSN	Any of your choosing. Important! Write down the numbers you used because you will need them again: _____ Enter the last 4 digits as applicable (if you receive a message that the security number is already assigned to another employee, just continue entering a combination of numbers until it is accepted).
Employee Name	Any of your choosing – Be sure you write down the name you use because you will need this person in subsequent exercises. _____
Effective on	Today's date
Action Type	New Hire
Reason	New Hire

5. Click Enter .






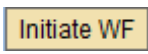

6. Click Create . The second screen of the Employee Action Request screen is displayed.

7. Enter the following data:

Field	Value
EE Position	Use the Technology Support Specialist position number in the Data Set that was assigned to your student number. Press Enter. Observe that the Employee Group and Employee Subgroup fields are now populated.
EE Group	Use the drop down to indicate that employee is Supplemental Staff .

Field	Value
EE Subgroup	Use the drop down to indicate that the employee is full time , temporary and subject to overtime.
Level	Use the down arrow to select “J”
Hourly Rate	Enter \$30

NOTE: Observe there are two fields that will not be used now, but will be used in later Actions: Work Against and Last Date Worked.

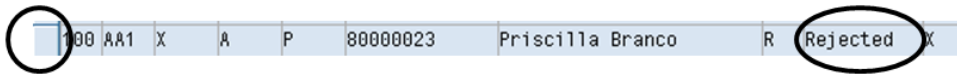
8. Click Enter .
9. Click Save . The Information pop-up displays with the assigned PCR number.
10. Write the PCR number on your new hire paperwork (in class, use your Exercise Guide).
11. Click the green check  to close the pop-up.
12. Click Services for Object . **NOTE:** This button is not available until you have saved the Employee Action Request. The Services for Object button displays either an icon menu or a drop down menu depending upon whether you click it to the right or left of the icon.
13. Select Create > Create Note.
14. Enter a note title.
15. Click in the note section and write the applicable information to send along with the PCR. Begin the note with your name and the date. **NOTE:** The notes that you write are only recorded in the Workflow PCR; they do not follow in the PA Action.
16. Click the green check  to close notes. If applicable, close the notes icon menu.
17. Click . The Information pop-up displays indicating that the PCR has been submitted.
18. Click the green check  to close the Information pop-up. You are returned to the Employee Action Request (first screen).


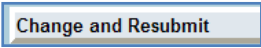

Part II – Wait for the Instructor or Navigator to Reject the PCR

Note to Instructor. Pick any hourly rate between \$22.00 – \$29.00 an hour and indicate that rate in the note.

Part III – Correct the Returned PCR

1. From the Inbox, execute the Rejected PCR. The Decision Step in Workflow screen appears.
2. Click the PCR_List: Workflow Tracker link.
3. Find the line item that contains the word “rejected” beside the name of the Approver.
4. Click the square to the left of the line item to highlight and select it.





5. Click the Notes button  Notes (toward the bottom of the screen) and review the correction that needs to be made.
6. Click the Back button to exit the note.
7. Click the Back button to exit the Workflow Actions screen.
8. At the Decision Step in Workflow screen, click .
9. Based on the message in the note, make the appropriate correction.
10. Click Save. A popup message indicates the PCR was saved. Observe that the Initiate Workflow button is grayed out.
11. Click the Green Check to exit the popup message.
12. Click the Back button.
13. At the *This Item Must be Explicitly Completed* popup, click . The PCR is re-submitted to the first level Approver.


Part IV - Instructor or Navigator will Approve the PCR

Note to instructor and navigator: There are two approval levels:



- Agency
- Funding

Part V – Complete Approved PCR

1. Click the SAP Business Workplace  button from the Easy Access screen.
2. Click the node beside Inbox  to expand it.
3. Double click Workflow. The PCRs that have been approved (or rejected) are listed in the right column.
4. Select the PCR you want to process.

5. Use the header to open the PCR, Services for Objects button and copy the note to clipboard.
6. Click Execute  (or double click the PCR line item). BEACON SAP automatically takes you to the applicable screen for the Action (in this exercise, it is the Hiring Action screen).
7. On the Hiring Action screen, enter the following data:

Field	Value
SSN	<p>On the Hiring Action screen, you must enter the complete social security number (on WF, you only entered the last 4).</p> <p>For training, use the set of numbers you made up in a previous step. Caution! Be sure the last 4 are the same as the ones you entered on WF.</p> <p>If you receive a message that the security number is already assigned to another employee, just continue entering a combination of numbers (except the last 4) until it is accepted.</p>
DOB	9/21/1960
Gender	Use a gender that matches the name you chose.

8. Click Enter  and Execute . The Personnel Actions screen displays with the Personnel number assigned.
9. On the Personnel Actions screen enter:

Infotype/Field	Value
From	Today's date
Action	Select New Hire

10. Click Enter .
11. Click Execute .

NOTE: By design, the direction to Enter and Save each infotype is deliberately missing in this exercise. You should be aware that you always Enter and Save every infotype that you enter data on, as well as those that are pre-populated.

12. Complete the following fields:

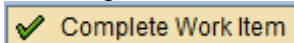
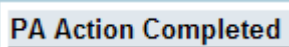
Field	Value
Create Actions (0000)	Use Edit > Maintain text to write note as applicable.
Reason	Observe this defaulted from WF

Field	Value
Reference Per. No	Leave blank
Position	Observe this defaulted from WF
EE Group/ Subgroup	Observe the field defaulted from WF. If you forgot to make the applicable changes on the WF, you can make the changes now. Be aware, however, that when an audit is run of your Actions, this will show as a discrepancy. Press Enter to bypass the message that the employee and position are different.
Enter note copied from WF	From the menu bar: <ul style="list-style-type: none"> • Select Edit • Maintain text. • Press Enter if a warning message appears indicating that person and position have different group/subgroup • Use Ctrl+V (or use the Insert button) to paste the note from the PCR. • Click Save. • Click Save as needed to bypass warning messages again
Create Personal Data (0002)	
Title	Select from drop-down list
Marital status	Married
Gender	A gender that matches the name you chose
Dependents	Leave Blank. Even though the employee has a dependent child, that information is not entered at the time of the New Hire Action. The information is entered by Benefits.
Create Organizational Assignment (0001)	
Delimit vacancy	Yes
Create Addresses (0006)	NOTE: Enter address information on <i>Address line 1</i> . Only use Address line 2 if all of the information doesn't fit on line 1.
Permanent address	545 Penny Lane, Cary, NC 27511

Field	Value
Telephone	919-877-5464
Tax screens (0207, 0208, 0209)	These all default from the previous information you entered. Review for accuracy.
Create Withholding Info W4/W5 US-Federal Filing Status	Married
Allowances	2
Create Withholding Info W4/W5 US – State Filing Status	Married
State Allowances	2
Create Addresses (0006)	
Emergency Contact	Dahla Prare, 911 Wake Med St., Cary, NC 27511; telephone: 919-457-9696
Mailing address/phone	Same as permanent so skip this infotype (this is one of the times it is appropriate to use Next Record instead of Save). If the mailing address is the same as the permanent address, it is not necessary to enter it here. However, if a report is run on mailing addresses only, the employee will not display on the report.
Monitoring of Tasks (0019)	Monitoring of Tasks displays on your manager’s self service. You can run a report to see your Monitoring of Tasks.
Task type	For this exercise, use Temp Appointment. In your work environment, you would make the selection based upon the task for which you want to be reminded.
Date of task	Enter 9 months from today. In your work environment, you would enter a date applicable to your Agency process.
Reminder date	This field has been designed to automatically populate when you press enter. You can change the date if a different date better meets your needs.
Processing Indicator	Defaults to “New Task.” Do not change.
Create I-9 Status (0094)	For this exercise, use Citizen and birth certificate. The Issuing Authority is State of Virginia. Hint: You can find birth certificate in the Employment verification section of the infotype. If more than one type of document is required, the additional document is entered using PA30, infotype 0094.

Field	Value
	Be aware that if an employee is not a citizen, you would make a different choice in the drop down, and a second infotype (0048 Residence Status) would appear. See the Student Guide for details on how to complete 0048. You would also have to enter the non-citizen data in Windstar.
Create Communication (0105)	919-754-6112 Bypass the warning message if applicable.
Create Planned Working Time (0007)	It is critical that you review this infotype. The planned working time defaults based from the employee's organizational structure. It is especially important to check the part-time box when applicable. For this exercise, accept the default. Observe when you press Enter, the hour field automatically populates. The weekly workday field does not default. Do not enter data in the weekly workday field.
Create Basic Pay (0008) You should use Edit > Maintain text to write a note when applicable	Reason: New Hire For hourly employees, you must enter the <u>hourly</u> amount in the amount field, <u>not</u> in the annual salary field. Press Enter and the system automatically populates the annual salary rate. Do <u>not</u> erase the system generated annual salary.
Create Bank Details (0009)	The completion of the Bank Details infotype (0009) <u>must</u> be entered in order for payroll to run on the new employee. If the bank details are not available at the time of the data entry, it is your responsibility to obtain that information and enter the infotype before the system is closed for payroll processing. Even if you have instructed the employee to enter the data in ESS, you still must follow up with the employee to ensure he or she makes the entry prior to payroll closing.
Bank routing	021302622 (Bank of America)
Bank account number	745214784
Bank Control key	02 (01 is checking; 02 is savings)
Create Additional Personal Data (0077)	
Ethnic Origin	Use your own
Military status	Leave Blank
Veteran status	Non-veteran
Disability status	None/prefer not to report

Field	Value
Subtypes for infotype “Education”	High School Graduate (HS Grad)
Create Education (0022)	Start: 09/01/2000 to: 12/15/2004
Institute/location	Page High
Verified	02 (if your Agency requires verification of High School, then you would select 09 for pending).
Create Monitoring of Tasks (0019)	For this exercise, you do not need to enter a monitoring of tasks for education because high school does not have to be verified. However, in your work environment, you would follow your Agency’s policy.
Subtypes for infotype Certification and Licensing	Skip the infotype
Create Objects on loan (0040)	Laptop #4788 1/pieces If employee receives more than one item on loan, you will use PA30 to add the additional items.

14. Click the back button when you are returned to the Personnel Actions screen (when you finish the last infotype within the Action the system automatically takes you back).
15. The pop-up displays indicating that the item must be explicitly completed. Click Complete Work Item . **NOTE:** It is critical that you complete this last step.
16. Click  at the Decision Step in Workflow screen (middle option).

Manually Adding Performance Infotype

If you are processing a new hire between mid-April and June 30 every year, you will have to manually add the Performance Rating Infotype on all new hires (see Performance Rating IT0024 BPP for details). You will not perform this part of the exercise in class.

Questions

Answer the following questions.

Question 1

What are some of the fields that are used differently when hiring an hourly employee than a salaried employee?

A

This exercise is complete.

Exercise 2.3 - Non-Beacon to Beacon - Lateral

Scenario

Mary Poppins, an Office Assistant IV at UNC-CH, has accepted an Office Assistant IV position at the Cultural Resources Archives and History office. Her current salary is the minimum of the salary range (the same salary she was receiving in her previous position) and she is a permanent, subject to FLSA OT employee. She had 110 months of creditable service at UNC-CH. Mary was given a State ID and two office keys.


Instructions

There are three parts to this Exercise. You are responsible for I and III

- I Initiate Workflow (WF)
- II Wait as Instructor processes the Agency and Funding approvals
- III Complete Approved PCR from the Initiator's Inbox



Part I – Initiate Workflow (WF) as Initiator

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Assume you have already run the *Verify Employment* Report and did not find the employee in the system; assume you also used PPOSE and verified that the position is vacant.
2. On the Easy Access screen, type **ZPAA076** in the Command field.
3. Click . The Employee Action Request screen is displayed.
4. Enter the following data:





Field	Value
Last 4 digits (SSN)	Use any 4 digits of your choosing (if you receive a message that the security number is already assigned to another employee, just continue entering a combination of numbers until it is accepted). Important! Write down the numbers you used because you will need them again: _____ You only have to enter the last 4 SSN when you are processing a New Hire or Non-Beacon to Beacon. For all other Actions, you do not enter the last 4 SSN.
Employee Name	Maryxx Poppinsxx (where xx represents your initials). You only enter your initials in class, not in your work environment.
Effective on	Today's date


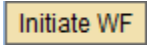

Field	Value
Action Type	Non-Beacon to Beacon
Reason	Transfer Lateral

5. Click Enter .
6. Click Create . The second screen of the Employee Action Request screen is displayed.
7. Enter the following data:

Field	Value
EE Position	Use the Data Sheet Office Assistant IV position number assigned to your student number. Press Enter.
EE Group/Subgroup	Observe that the Employee Group and Employee Subgroup fields are now populated. When the Position number is entered, BEACON SAP defaults the Employee Subgroup to FT Perm (S or N-FLSAOT depending on the position). You will change as applicable for the Action you are processing. For this exercise, leave the default.
Annual Salary	Minimum of range

NOTE: Observe there are two fields that will not be used now, but will be used in later Actions; Work Against and Last Date Worked.

8. Click Enter .
9. Click Save . The Information pop-up is displayed with the assigned PCR number.
10. Write the PCR number on the employee paperwork (in class, use the Data Sheet).
11. Click  to close the pop-up.
12. Click Services for Object . **NOTE:** This button is not available until you save the PCR. The Services for Object button displays either an icon menu or a drop-down menu depending upon whether you click on the right or left of the icon. Private notes can only be seen by the Initiator.
13. Select Create > Create Note.
14. Enter a note title.
15. Click in the note section and write the applicable information to send along with the PCR. Begin the note with your name and the date. **NOTE:** The notes that you write are only recorded in the Workflow PCR; they do not follow in the PA Action. Private notes can only be seen by the person who created them.




16. Click  to close the notes. If applicable, close the notes icon menu.
17. Click . The Information pop-up is displayed indicating that the PCR has been submitted.
18. Click  to close the Information pop-up. You are returned to the Employee Action Request (first screen).

Part II – Wait for Instructor or Navigator to Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding



Part III – Process Approved PCR from Initiator Inbox

19. From the Easy Access screen, click SAP Business Workplace .
20. Click the node beside Inbox  to expand it.
21. Double-click Workflow. The PCRs that have been approved (or rejected) are listed in the right column.
22. Select the PCR you want to process.
23. Click Execute  (or double-click the PCR line item). BEACON SAP automatically takes you to the applicable screen for the Action (in this exercise, it is the Hiring Action screen).

Caution! BEACON SAP Actions are designed to be completed from beginning to end; it is not appropriate for one person in the Agency to enter some of the infotypes and someone else to go in and use PA30 to complete the infotypes individually. The Action has dynamic processes that take place behind the scenes which affect time and payroll. Completing the Action in a piece-meal manner does not allow these dynamic processes to take place which causes errors in the employee's time and payroll processes at a later date.

24. On the Hiring Action screen, enter the following data:

Field	Value
SSN	On the Hiring Action screen you must enter the complete social security number (on WF, you only entered the last 4). For training use any set of numbers of your choosing. Caution! Be sure the last 4 are the same as the ones you entered on WF. If you receive a message that the security number is already assigned to another employee, just continue entering a combination of numbers (except the last 4) until it is accepted.
DOB	04/01/1975
Gender	Female

25. Click Enter  and Execute . The Personnel Actions screen is displayed with an assigned personnel number.

26. On the Personnel Actions screen, enter:

Infotype/Field	Value
From	Today's date (the date on this screen should always be the same date as you entered on the WF).
Action Type	Non-Beacon to Beacon

27. Click Enter .

28. Click Execute .

NOTE: It is a best practice to always save a pre-populated infotype even if you do not make changes. In some cases, there are dynamic infotypes that display only when the previous infotype was saved. If you use the Next record button instead of saving, those dynamic infotypes will not display and the employee's record will be incomplete.

29. Complete the following fields:

Infotype/Field	Value
Actions (0000)	
Reason for Action	Observe the field defaulted from WF
Reference Per. No	Leave blank
Position	Observe the field defaulted from WF

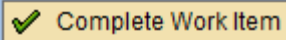
Infotype/Field	Value
EE Group/ Subgroup	Observe the field defaulted from WF If you forgot to make the applicable changes on the WF, you can make the changes now. Be aware, however, that when an audit is run of your Actions, this will show as a discrepancy. Enter and Save.
Organizational Assignment (0001)	Enter and Save
Delimit vacancy	Yes
Date Specifications	Review for accuracy Enter and Save
Personal Data (0002)	
Title	Select from drop-down list
Marital status	Single
Gender	Female
Dependents	Leave blank (this field is not used during the Action) Enter and Save
Addresses (0006)	
Permanent address	67 Bill Ding Road Raleigh NC 27604 Wake County
Telephone	919-867-5309 Enter and Save
Tax screens (0207, 0208, 0209)	These all default from the previous information you entered. Review for accuracy, Enter and Save.
Withholding Info W4/W5 US- Federal Filing Status	Single (01)
Allowances	1 Enter and Save
Withholding Info W4/W5 US – State Filing Status	Single (01)
State Allowances	1 Enter and Save

Addresses (0006)	
Emergency	<p>Iona Clinic 12 Don Key Drive Raleigh NC 27604</p> <p>Telephone: 919-818-4545</p> <p>Enter and Save</p>
Mailing address/phone	Use Next Record to skip
Monitoring of Tasks (0019)	<p>The Monitoring of Tasks infotype is used to remind you of a task on which you need to follow up concerning the employee (such as a tickler file).</p> <p>For this Exercise, click Next Record to skip.</p>
I-9 Status (0094)	
Residence status	<p>Click the drop-down and select Citizen.</p> <p>Be aware that if an employee is not a citizen, you would make a different choice in the drop-down, and a second infotype (0048 Residence Status) would display. See the Student Guide for details concerning how to process infotype 0048.</p> <p>NOTE: The BEACON SAP entry for non-Citizen employees does not replace Windstar—you must still enter non-Citizen employees into the Windstar system which is the official system of record for non-citizen employees.</p>
ID type	Click the drop-down and select U. S. Drivers License w/photo. Observe there are additional options in the Employment Verification section of the screen.
Issuing Authority	North Carolina
ID #	NC7856524
Dates	<p>Issued 02/18/2007 Expires 02/18/2015</p> <p>Enter and Save</p>
ID type	Social Security Card
Communication (0105)	<p>919-259-4574. This infotype is for the entry of the employee's office telephone.</p> <p>Enter and Save</p> <p>You may receive a warning that the ID number is already in use. Enter to bypass the warning.</p>

Planned Working Time (0007)	<p>It is critical that you review this infotype. The planned working time defaults based on the employee's organizational structure. It is especially important to check the part-time box when applicable.</p> <p>For this exercise, accept the default. Observe that when you press Enter, the hour field automatically populates. The weekly workday field does not default. Do not enter data in the weekly workday field.</p> <p>Enter and Save</p>
Basic Pay (0008)	<p>Reason: Non-Beacon to Beacon</p> <p>It is important that you always enter the Reason field and that you use the same reason as the Action type.</p> <p>Observe that the salary defaulted from WF. Observe also that the value is USD which has automatically populated. If the employee was assigned to a DOT position, BEACON SAP would automatically change the field to USDN. All permanent DOT positions require 5 decimals on the Basic Pay infotype (0008). If the DOT employee is a temporary employee, the field will remain as USD because 5 decimals are not required for DOT temporary employees.</p> <p>Enter and Save</p>
Possible subsequent activities	<ul style="list-style-type: none"> • Click the green check to get to the enrollment screen • Double-click the "automatic offer" option in order for TSERS to display • Click the Enroll button • Click Enroll again • Click Continue • Click the Back button (top of screen) • Click the red X to return to the data entry screen
Bank Details	<p>The completion of the Bank Details infotype (0009) <u>must</u> be entered in order for payroll to run on the new employee. If the bank details are not available at the time of the data entry, it is your responsibility to obtain that information and enter the infotype before the system is closed for payroll processing. Even if you have instructed the employee to enter the data in ESS, you still must follow up with the employee to ensure he or she makes the entry prior to payroll closing.</p> <p>In order to change the field to "check" you must fill out the proper forms and receive higher level approval.</p>
Bank routing	021312971 (Capital Bank and Trust)

Bank account number	234987656
Bank Control key	01 (01 is checking; 02 is savings) Enter and Save
Additional Personal Data (0077)	
Ethnic Origin	Use your own
Military status	Leave blank
Veteran status	Non-veteran
Disability status	None/prefer not to report Enter and Save
Subtype for Infotype “Education”	Select High School Click the green check to close.
Education (0022)	
Start and to	09/01/1992 - 05/30/1995 NOTE: You are entering the dates the employee indicated they attended the institution.
Institution location	Central High
Verified	High School 02. NOTE: you would only choose 02 if your Agency does not require verification of high school education; otherwise you would use the pending code. Enter and Save
Monitoring of Tasks (0019)	Use applicable icon to skip infotype. NOTE: You would skip this infotype if your Agency does not require verification of high school education; otherwise you would enter the applicable date on this infotype indicating when you expected to have the verification completed.
Subtypes for infotype Certification and Licensing	Click X to close pop-up window. This infotype is used when the position requires a specific certificate or license.

Objects on loan (0040)	State ID
	Number/unit: 1/pieces
	#99919
	NOTE: On the Action, you are to only enter one item on loan. If the employee receives more than one item--like in this case key # B05 and key #A12-- you will use PA30 to add the additional items; however you will not perform that part of the exercise in this class.
	Enter and Save

30. Click the Back button at the Personnel Actions screen (the system automatically returns you to Personnel Actions when you finish the last infotype within the Action).
31. The pop-up is displayed indicating that the item must be explicitly completed. Click Complete Work Item . **NOTE:** It is critical that you complete this last step. You may receive a Decision in Work Item screen. If you do, select PA Action Completed.

Using PA30 to add IT0552

Creditable service earned prior to BEACON must be entered via PA30 on IT0552; however you will not perform that part of the exercise in this class.

Questions

Answer the following questions.

Question 1

When is the Non-Beacon to Beacon Action appropriate?

A.

Question 2

When is the Reinstatement Action appropriate?

A.

Exercise 2.4 - Quick Entry

Scenario


Cultural Resources Battleship Division has been assigned a federal employee to work as a Maintenance Mechanic IV. The position is funded by the federal government (the employee is not a State employee, but is a federal employee being paid by the federal government). The employee will have access to the BEACON SAP system; therefore a Quick Entry Action is needed (if no access will be granted, you don't need to use Quick Entry).

There are three parts to this Exercise:

- I Initiate Workflow (WF)
- II Wait for PCR to be approved—does not go to Funding
- III Complete Approved PCR

Part I – Initiate Workflow


Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Assume you have already run the Cross Verification Report and did not find the employee in the system; assume you also used PPOSE and verified that the position is vacant.
2. On the Easy Access screen, type **ZPAA076** in the Command field
3. Click . The Employee Action Request screen is displayed.
4. Enter the following data:

Field	Value
Last 4 digits SSN	<p>Make up a social security number for training purposes.</p> <p>Important! Write down the numbers you used because you will need them again:</p> <p>_____</p> <p>Enter the last 4 digits as applicable (if you receive a message that the security number is already assigned to another employee, just continue entering a combination of numbers until it is accepted).</p>

Field	Value
Employee Name	Any of your choosing – Be sure you write down the name you use because you will need this person in subsequent exercises. _____
Effective on	Today's date
Action Type	Quick Entry
Reason	Federal

5. Click Enter .




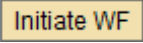

6. Click Create . The second screen of the Employee Action Request screen is displayed.

7. Enter the following data:

Field	Value
EE Position	Use the Maintenance Mechanic IV position number in the Data Set that was assigned to your student number. Press Enter. Observe that the Employee Group and Employee Subgroup fields are now populated.
EE Group/Subgroup	Change to the appropriate group/subgroup to indicate that the employee is a supplemental federal employee. O Supplemental Federal NOTE: When the Position number is entered, the Employee Subgroup defaults to FT N-FLSAOT Perm. Because this is a Quick Entry, the employee should be changed to the applicable Employee Group/Subgroup.
Annual Salary	Leave blank (do not enter zeroes) Bypass the warning to fill in the salary.

NOTE: Observe there are two fields that will not be used now, but would be used in applicable Actions: Work Against and Last Date Worked.

8. Click Enter .


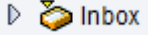

9. Click Save . The Information pop-up displays with the assigned PCR number.
10. Write the PCR number on your new hire paperwork (in class, use your Exercise Guide).
11. Click the green check  to close the pop-up.
12. Click Services for Object  and enter an applicable note.
13. Close notes and if applicable close the notes icon menu.
14. Click . The Information pop-up displays indicating that the PCR has been submitted.
15. Click the green check  to close the Information pop-up. You are returned to the Employee Action Request (first screen).

Part II – Wait for Instructor or Navigator to Approve the PCR

Note to instructor and navigator: There is only one approval level:

- Agency

Part III – Complete Approved PCR

1. Access the SAP Business Workplace  button.
2. Click the node beside Inbox  to expand it.
3. Double click Workflow. The PCRs that have been approved (or rejected) are listed in the right column.
4. Select the PCR you want to process.
5. Click Execute  (or double click the PCR line item). BEACON SAP automatically takes you to the applicable screen for the Action (in this exercise, it is the Personnel Actions screen). **NOTE:** Observe that unlike a new hire, there is no assigned Personnel number.

6. On the Personnel Actions screen, enter the following data:

Infotype/Field	Value
Personnel number	Leave blank. Beacon SAP assigns the next sequential internal number. The Retirement System does not assign the personnel number on a Quick Entry.
From	Today's date
Action	Quick Entry

7. Click Enter .

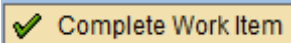
8. Click Execute .

NOTE: By design, the direction to Enter and Save each infotype is deliberately missing in this exercise. You should be aware that you always Enter and Save every infotype that you enter data on, as well as those that are pre-populated.

9. Complete the following fields:

Field	Value
Create Actions (0000)	You should use Edit > Maintain text to write a note when applicable
Reason	Observe this defaulted from WF
Reference Per. No	Leave blank
Position	Observe this defaulted from WF
Create Personal Data (0002)	Observe that a Personnel number has now been assigned.
SSN	999-9x-xxxx (be sure to use the same last 4 digits as you used in WF). In your work environment, the data entry convention for the Social Security field for Quick Entry is 999-9x-xxxx, where x stands for the last 5 digits of the employee's social security number. This helps ensure that if these Quick Entry employees ever become regular State employees, they won't have an existing Social Security number in BEACON SAP.
DOB	01/28/1977
Marital status	Single
Gender	A gender that matches the name you chose
Create Organizational Assignment	
Delimit vacancy	Yes

Field	Value
Create Addresses (0006)	NOTE: Enter address information on <i>Address line 1</i> . Only use Address line 2 if all of the information doesn't fit on line 1.
Permanent address	148 Tim Burr Trail, Pinehurst, NC 28370 (Moore Co.)
Telephone	910-456-5454
Emergency Contact	Noah Lott—same as permanent address and same telephone
Mailing address/phone	None. Use the appropriate button to skip the infotype.
Create Monitoring of tasks (0019)	For this exercise, use End of Contract (which should default). Enter a date 12 months from the start date with a reminder 15 days in advance; however, be aware that in your work environment you will follow your Agency process
Create Planned Work Time (0007)	It is especially important to check the part-time box when applicable.
Create Communications (0105)	919-454-2055
Objects on loan	Key # B05

32. Click the back button when you are automatically returned to the Personnel Actions screen.
33. The pop-up displays indicating that the item must be explicitly completed. Click Complete Work Item . **NOTE:** It is critical that you complete this last step.

Questions

Answer the following questions.

Question 1

What are the transactions you must initiate prior to processing a Quick Entry WF?

Question 2

In this instance you did not enter data on the Basic Pay (0008) infotype, nor enter tax information. Why?

A.

Question 3

List the types of employees that are hired using Quick Entry.

A.

Question 4

Under what circumstances would you not use Quick Entry for the types of employees discussed in Question 3?

A.

This exercise is complete.

Exercise 2.5 - Reinstatement

Scenario

Karla Hart formerly worked with the State of North Carolina and left for the private sector. After only a few months, she decided to come back to the State. The employee is returning to Cultural Resources as an Information & Communications Spec I, which is the same position (salary and grade) that she held before she left. The salary is the minimum of the salary range.

While she was out, she completed the qualifications for a licensed counselor. **NOTE:** In your work environment, you only add a certification or license when it is a requirement of the position. In Karla's case, the license is not a requirement but is being presented here for you to enter in order to give you the training experience.


If a returning employee's data on an infotype has not changed, you still save the infotype in the Action.

There are three parts to this Exercise:

- I Initiate Workflow (WF)
- II Wait for the Instructor or Navigator to Approve PCR
- III Complete approved PCR

Part I – Initiate Workflow


Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Assume you have already run the Cross Verification Report and verified that the employee **was** previously in BEACON; assume you also used PPOSE and verified that the position is vacant.
2. Type ZPAA076 in the Command field on the Easy Access screen.
3. Click . The Employee Action Request screen is displayed.
4. Enter the following data:

Field	Value
Personnel number	Use the Karla Hart personnel number from the Data Set that was assigned to your student number. NOTE: You do not need to enter the SSN except on New Hire, Quick Entry and Non-Beacon to Beacon Actions.
Effective on	Today's date
Action Type	Reinstatement

Field	Value
Reason	Select the appropriate reason. The employee was separated three months ago.

5. Click Enter .

6. Click Create . The second screen of the Employee Action Request screen is displayed. Observe that the Current column has data concerning the employee as a quick reference.

7. Enter the following data:

Field	Value
EE Position	<p>Observe that the position field is 9s. When an employee is separated, the position field is either automatically changed to 9s by BEACON, or in the case of a Separation Pay Continuation, by the Master Data Maintainer.</p> <p>Use the Information & Communications Spec I position number from the Data Set that was assigned to your student number.</p> <p>Observe that the Employee Group and Employee Subgroup fields are now populated.</p>
EE Group/Subgroup	<p>Change to the appropriate subgroup to indicate that the employee is full time, subject to overtime, and is a probationary employee.</p> <p>NOTE: When the Position number is entered, the Employee Subgroup defaults to FT N-FLSAOT Perm and must be changed as applicable for the Action.</p>
Annual Salary	Minimum of salary range

NOTE: By design, the step-by-step directions to complete the Action are deliberately missing in this exercise. Use the information you have learned in previous exercises to complete the application sections.

NOTE: To complete Part I, use the information you learned from previous exercises to:

- Save the PCR and receive the PCR number
- Write a note for the approvers
- Initiate Workflow

Part II – Wait for Instructor or Navigator to Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding

Part III – Complete Approved PCR

NOTE: In this exercise, you are entering data on an employee who already exists in the system. As a result, on each infotype you will receive a message indicating that the previous record will be delimited. Press Enter or click the Enter button to bypass the warning.

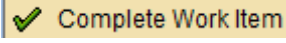
NOTE: For Part III, use the information you learned from previous exercises to process the approved PCR. As the Initiator:

- Execute the approved PCR
- Enter the applicable date and Action on Personnel Actions screen
- Process each infotype as applicable as outlined below. Remember that on the Actions and Basic Pay infotypes you should always use Edit > Maintain text to write the appropriate note
- Explicitly complete Workflow item

Field	Value
Addresses (0006) Permanent NOTE: Enter address information on <i>Address line 1</i> . Only use Address line 2 if all of the information doesn't fit on line 1.	3368 Ali Katt Avenue Apex, NC 27502 Telephone: 919-257-4578
Federal Withholding (0210)	Single, with 1 allowance
State Withholding (0210)	Single, with 1 allowance
Addresses Emergency	Add the name Darren Deeds. The address stayed the same.
Monitoring of Task	End of probation – 9 months from today

Create I-9 Status (0094)	US Citizen NC Dr. License #7761272; Issued 07/01/2009, Exp. 07/01/2017 Valid Social Security Card
Communication (0105)	919-707-4566
Create Planned Working Time (0007)	It is critical that you review this infotype. The planned working time defaults based from the employee's organizational structure. It is especially important to check the part-time box when applicable. For this exercise, accept the default. Observe that when you press Enter, the hour field automatically populates. The weekly workday field does not default. Do not enter data in the weekly workday field. Enter and Save
Create Basic Pay (0008)	Reason: Reinstatement Salary defaulted from WF
Possible subsequent activities	Enroll the employee into TSERS
Create Bank Details (0009)	
Bank routing	011001742 – Bank of America
Bank account number	2157884
Bank Control key	01 (01 is checking; 02 is savings). Observe that when the employee separated, the bank method field automatically defaulted from direct deposit. You must change the default back to direct deposit. Accept delimit message.
Create Additional Personal Data (0077)	Ethnic Origin – use your own Military Status – Inactive Veteran Status – Recently Separated Veteran (07/04/2009) Disability Status – None/prefer not to report
Subtypes for infotype “Education”	Master's degree from Wake Forest; 10/01/1998 to 12/15/2002
Create Monitoring of Tasks (0019)	Reason: Credential Verification. Indicate that you will verify within 60 days, and that you want to be reminded 15 days prior.

Subtypes for infotypes “Certification and Licensing”	Select 0011 – Licensed counselor.
Create Certification and Licensing (0795)	The Start and To dates must be exactly the same as the Valid from and Valid To dates.
Start Date	06/30/2008
To Date	06/30/2012
Identification	The certificate # is NC0932454
Doc Status	Select Renewable
Valid from field	06/30/2008
Valid to field	06/30/2012
Copy Date Specifications (0041)	Delete the Last Day Worked information.
Create Objects on loan (0040)	Office key #987

34. Click the back button when you are automatically returned to the Personnel Actions screen.
35. The pop-up displays indicating that the item must be explicitly completed. Click Complete Work Item . **NOTE:** It is critical that you complete this last step.

Questions

Answer the following questions.

Question 1

True or False. You should always save a pre-populated infotype, even if you did not make changes to it.

A. .

Question 2

What was the major difference in the infotypes that were presented in the Reinstatement as opposed to a New Hire Action?

A.

Question 3

If an infotype has blank required fields for which you do not need to enter data, should you use the Next record button or the Save button?

A.

This exercise is complete.

Exercise 3.1 - Salary Adjustment

Scenario

Assume today is the first day of next month. The supervisor of the first employee you hired (Exercise 2.1) has been in a serious accident and is out on leave for at least four months. Your employee, who is a Digitization Clerk, is being asked to assume some of the major responsibilities of the supervisor (Digital Project Manager) for a specific length of time. Adjust the salary of the Digitization Clerk so that the employee is receiving acting pay of an additional \$4,000. The effective date is the 1st day of next month and will end four months from that date. In your work environment, you would use PA30 to enter a reminder (Monitoring of Tasks) to remove the acting pay from the employee at the end of four months.

There are three parts to this Exercise:



- I Initiate Workflow (WF)
- II Wait for Approver to approve PCR
- III Complete approved PCR

Part I – Initiate Workflow

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Access ZPAA076 and enter the following data:

Field	Value
Personnel number	Use the employee name you hired in Exercise 2.1
Effective on	1 st day of next month
Action Type	Salary Adjustment
Reason	Acting Pay

2. Click Enter .
3. Click Create . The second screen of the Employee Action Request screen is displayed.

4. Enter the following data:

Field	Value
Annual Salary	Add \$4,000 to current salary. NOTE: The resulting salary will place the employee in “Z” step. In addition to the note in Workflow, you would write the appropriate note on both Actions and Basic Pay infotypes to explain the reason for the increase.

NOTE: To complete Part I, use the information you learned from previous exercises to:

- Save the PCR and receive the PCR number
- Write a note for the approvers
- Initiate Workflow

Part II – Wait for Instructor or Navigator to Return the PCR

Note to instructor and navigator: There are two approver levels:

- Agency
- Funding

Part III – Complete Approved PCR

NOTE: For Part III, use the information you learned from previous exercises to process the approved PCR:

- Execute the approved PCR
- Enter the applicable date and select the Action on Personnel Actions screen
- Process each infotype as applicable including a note on Actions and Basic Pay infotypes as appropriate:
 - **Caution!** Do not enter an end date on IT0001. Even though the Salary Adjustment is for only 4 months, you do not enter an end date on the Salary Adjustment Action. At the time that the salary adjustment ends, you will use a new Action (Cancel Salary Adjustment) to end the current Action.
 - Don’t forget to enter the Reason on IT0008.
- Explicitly complete Workflow item

Questions

Answer the following questions.

Question 1

Which infotype will you use to enter a reminder to remove the salary adjustment at the end of four months?

A.

Question 2

At the end of four months, which Action do you think you would use to remove the acting pay?

A.

This exercise is complete.

Exercise 3.2 - Appointment Change

Scenario

Leona Grayson was hired in Cultural Resources as a Historic Sites Specialist I in trainee status, and has completed the training progression. You need to create an Appointment Change to change the employee's status to permanent, full time, not subject to FLSA overtime. In addition, the employee received an increase in salary.


See the Student Guide for information about changing temporary employees to permanent employees.

There are three parts to this Exercise:



- I Initiate Workflow (WF)
- II Wait for Approver to approve PCR
- III Complete approved PCR

Part I – Initiate Workflow

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Type **ZPAA076** in the Command field on the Easy Access screen.
2. Click . The Employee Action Request screen is displayed.
3. Enter the following data:

Field	Value
Personnel number	Use the Leona Grayson from the Data Sheet assigned to your student number
Effective on	Today's date
Action Type	Appointment Change
Reason	Trainee to Perm

4. Click Enter .
5. Click Create . The second screen of the Employee Action Request screen is displayed.
6. Enter the following data:

Field	Value
EE subgroup	A1
Annual Salary	Add \$500 to the current salary range.

NOTE: To complete Part I, use the information you learned from previous exercises to:

- Save the PCR and receive the PCR number
- Write a note for the approvers
- Initiate Workflow

NOTE: If the PCR results in moving the employee from one payroll type to a different payroll type, you will only initiate the WF. When the PCR is approved and back in your inbox, you must contact BEST.

Part II – Wait for Instructor or Navigator to Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding

Part III – Process Approved PCR

NOTE: For Part III, use the information you learned from previous exercises to process the approved PCR:

- Execute the approved PCR
- Enter the applicable date and Action on Personnel Actions screen
- Process each infotype as applicable including a note on Actions and Basic Pay infotypes as appropriate
 - In this case, you don't need Monitoring of Tasks, therefore, it is appropriate to use next record skip it
- Explicitly complete Workflow item

Field	Value
Create Basic Pay (0008)	Reason: Appointment Change Salary defaulted from WF
Monitoring of Tasks	Use next record to skip since there is no follow-up tasks for this employee

Questions

Answer the following questions.

Question 1

What field in Workflow did you have to revise to ensure that the employee's status was changed from trainee to permanent?

A.

Question 2

Did the Workflow Employee Group change?

A.

This exercise is complete.

Exercise 3.3 - Range Revision - Funds Available

Scenario

OSP has notified you that a range revision for the Historic Interpreter job class has been approved which affected all Docent Coordinator positions. Additionally, you have been notified that the job class and the positions have been changed by Shared Services Organizational Management (SSOM) to reflect the revision from Grade 62 to 68. The new range has increased the employee's salary by \$1,000.


You have identified that Rose Brown in your Agency was affected by the revision. Funds are available for the employee to receive the full amount. The effective date is today. Observe that the employee's grade has already been changed based on the changes SSOM made to the job class.

There are three parts to this Exercise:

- I Initiate Workflow (WF)
- II Approve PCR
- III Complete approved PCR

Part I – Initiate Workflow

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Type **ZPAA076** in the Command field on the Easy Access screen.
2. Click . The Employee Action Request screen displays.
3. Enter the following data:

Field	Value
Personnel number	Use the Rose Brown from the Data Sheet assigned to your student number
Effective on	Today's date
Action Type	Range Revision
Reason	Range Revision (full)
Annual Salary	Add \$1,000 to current salary. Observe that the Grade in the Proposed column reads

NOTE: To complete Part I, use the information you learned from previous exercises to:

- Save the PCR and receive the PCR number
- Write a note for the approvers
- Initiate Workflow
- Log out

Part II – Wait for Instructor or Navigator to Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding

Part III – Process Approved PCR

NOTE: For Part III, use the information you learned from previous exercises to process the approved PCR. As the Initiator:

- Execute the approved PCR
- Enter the applicable date and Action on Personnel Actions screen
- Process each infotype as applicable including a note on Actions and Basic Pay infotypes as appropriate
- Explicitly complete Workflow item

Field	Value
Create Basic Pay (0008)	Reason: Range Revision

Questions

Answer the following question.

Question 1

What must take place prior to initiating ZPAA076-Workflow approval process?

A.

This exercise is complete.

Exercise 3.4 - Range Revision - No Funds Available

Overview

When a Range Revision is processed and no funds are available, there are additional steps that must be implemented. First, you must make an entry on the employee's record that a Range Revision was authorized, but that no funds are available. Then you must put the balance of the funds in reserve. This step is necessary in case the funds are eventually released, and the employee is entitled to some or all of the reserve funds. Later, if some or all of the funds are released, another Range Revision Action with an applicable reason will need to be processed. In addition, the applicable adjustment will need to be made to the PA30 Wage Maintenance infotype.

For this exercise, the funds of \$1,500 will be released in two increments (\$500 and then \$1,000).


This exercise contains three scenarios. Each scenario has four parts. You are responsible for Parts I, III, and IV:

- I Initiate Workflow (WF)
- II Wait for Instructor or Navigator to approve PCR
- III Complete approved PCR
- IV Process PA30 to reserve the balance

Scenario A: Part I – Initiate Workflow

OSP has notified you that a range revision for the Accounting Clerk job class and position has been approved. Additionally, you have been notified that both the job class and the position have been changed by Shared Services Organizational Management to reflect the revision from Grade 59 to 61. The range revision increased the compensation range of the position by \$1,500. You have identified that one employee (Emily Stafford) in your Agency was affected by the revision. However, there are no funds for an increase to the employee. The effective date is today. Observe that the employee's grade has already been changed based on the change that SSOM made to the job class. You need to enter the Range Revision and then reserve the balance for the employee.

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Type **ZPAA076** in the Command field on the Easy Access screen.
2. Click . The Employee Action Request screen is displayed.

3. Enter the following data:

Field	Value
Personnel number	Use the Emily Stafford from the Data Sheet assigned to your student number.
Effective on	Today's date
Action Type	Range Revision
Reason	RR No Salary adjustment

NOTE: To complete Part I, use the information you learned from previous exercises to:

- Save the PCR and receive the PCR number
- Write a note for the approvers
- Enter the employee's **current** salary
- Initiate Workflow

Scenario A: Part II - Instructor or Navigator will Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding

Scenario A: Part III – Process Approved PCR from Initiator's Inbox

NOTE: For Part III, use the information you learned from previous exercises to process the approved PCR:

- Execute the approved PCR
- Enter the applicable date and Action on Personnel Actions screen
- Process each infotype as applicable including a note on Actions and Basic Pay infotypes as appropriate
- Explicitly complete Workflow

Field	Value
Basic Pay	Reason: Range Revision

Scenario A: Instructions Part IV – Reserve the balance in PA30

Reserve the balance in the employee's wage maintenance infotype

You must now put the money on reserve by modifying the employee's Wage Maintenance (0052) infotype. Use the **Create** function to enter the data. The effective date is the same as the Range Revision. Observe when you access the Wage Maintenance infotype, there are several blank fields. Those do not require data entry, and they are not supposed to default from any previous entry.

1. From the Easy Access screen, enter **PA30** in the Command field
2. Enter the employee's personnel number (be sure you use the same one you used in the first part of the exercise).
3. Enter **Infotype 0052** (Wage Maintenance) and **subtype 0100** (Future Adjustment Range Revision).
4. Click **Enter** to validate.
5. Click the **Create** icon.
6. Type **today's** date in the **Start Date** field.
7. Type the **amount being reserved** in the **Amount** field (for this example, enter \$1,500.00).
8. **Enter** and **Save**.

Scenario B: Part I – Initiate Workflow

Assume that it is 15 days from the current date. You have received word that \$500 of the money has been released. You will go back to Workflow and submit another PCR for a Range Revision with the new date, reason and salary amount.

1. Create a new WF.
2. Be sure to **use 15 days from today** as the effective date.
3. Reason for this new Action is: **Range Revision Partial**.
4. The new salary is: **Enter the amount that is \$500 plus the original salary**.

Scenario B: Part II - Instructor or Navigator will Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding

Scenario B: Part III - Process the Approved PCR as the Initiator

1. Access the Inbox and process the PCR

Scenario B: Part IV - Reduce the Wage Maintenance Balance

You must now decrease the amount on the employee's Wage Maintenance infotype by \$500.

1. Enter **PA30** in the Command field.
2. Enter employee personnel number (verify you have selected the correct one).
3. Enter **0052** in the Infotype field and **0100** in the Subtype field.
4. Click the **Copy** button.
5. Change the date to **15 days from today's date** (it is always the same date that you entered the Range Revision to give the released funds to the employee).
6. In the **Amount** field, highlight the \$1,500 to delete it and enter \$1,000 in the amount field (the sum when you subtract \$500 from \$1500).
7. **Enter** and **Save**. Select the Overview option on the infotype. You should have two line items: one for the original \$1,500 and one for \$1,000.

Scenario C: Part I - New Range Revision – More Funds Have Been Released

Assume that it is 30 days from the current date. You have received word that the rest of the reserve money (\$1,000) has been released. You will go back to Workflow and submit another PCR for a Range Revision with the new date, reason and salary amount.

1. Create a new WF.
2. Be sure to **use 30 days from today** as the effective date.
3. Reason for this new Action is: **After effective date complete**
4. The new salary is: **Add \$1000 to the current salary**

Scenario C: Part II - Instructor or Navigator will Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding

Scenario C: Part III - Process the Approved PCR

1. Access the Initiator Inbox and process the PCR

After the Range Revision is complete, you must then access PA30. This time, you will **delimit** the balance on the Wage Maintenance infotype.

Scenario C: Part IV - Delimit the Reserve on Wage Maintenance

Because all of the reserved funds have been given to the employee, the reserve must be delimited.

1. Enter **PA30** in the Easy Access Command field.
2. Enter employee personnel number and verify.
3. Enter **Infotype 52** and **subtype 0100**.
4. Click the **Delimit** button.
5. On the **Delimit** pop-up window, enter the **date** (1 day past when you gave the remainder of the money). You enter 1 day past because SAP will use the day prior to delimit the infotype. So if you want the infotype to show an end date the same as when you gave the remainder of the money, you have to enter the delimit date as one day past). **NOTE:** If the Delimit pop-up window did not appear, it is because you did not start from the Easy Access screen. In this case, you must enter the delimit date on the second delimit screen.
6. Click **Continue** button.
7. Select line item (there should only be one line that is displayed for \$1,000) and click the **Delimit** button again.
8. To verify both line items are delimited Click the **Overview** button. The List Wage Maintenance screen appears.
9. Result: you will see both line items delimited (one for \$1,000 and one for \$1,500).
10. While you are on the List Wage Maintenance screen, select the line item with the \$1,000 delimited amount.
11. Click the Copy button.
12. Click Edit > Maintain Text and write a note that indicates all funds have been distributed.
13. Click Save to save the note.
14. Click Save at the Copy Wage Maintenance screen.
15. Enter to bypass the warning that a record will be deleted.
16. Click the Back button to return to the Maintain HR Data screen.
17. Select the All time period.
18. Use the Display function to view both infotypes and read the accompanying note.

Questions

Answer the following questions.

Question 1

When funds are available, which Action would you use to increase the salary?

A.

Question 2

What must take place prior to initiating ZPAA076-Workflow approval?

A.

Question 3

If you were not sure whether use to the reason “Range Revision Full” or “Range Revision After Effective Date Complete”, how do you make the determination?

A.

This exercise is complete.

Discussion - Reallocation

You will not perform an exercise for Reallocation. The instructor will walk through the steps with you. The steps for Reallocation are very similar to the ones you performed in the Range Revision, with the obvious difference of the Action and reasons. In Reallocation, Best Shared Services must make changes to the *position* before you can do the Reallocation Action (in Range Revision, Best Shared Services made changes to the *job classification* prior to the PA Action).

Scenario

Carol Adams holds a Wildlife/Fisheries Tech I position. The position has been reallocated to a Wildlife/Fisheries Tech II. Her current salary is \$33k. She is approved for an increase to \$36,300 (a 10% increase), but funds are only available for 5% (\$34,650) at this time. Create the applicable Actions and transactions to indicate that Carol has the Reallocation and new salary, and also that the extra \$1,650 are reserved.

Instructions

Use the Business Process Procedure (BPP) to complete the exercise scenario.


Reallocation Action

There are several Actions and transactions needed to complete this scenario. First, if no funds are available, you must make an entry on the employee's record that a Reallocation was authorized, but no funds were available. Then you must put the balance of the funds in reserve. This step is necessary in case the funds are eventually released, and the employee is entitled to some or all of the reserve funds.

Enter Reallocation on the employee's record

1. Verify employee's current salary (PA20, Basic Pay Infotype (0008). In this scenario, the salary is \$33,000.
2. Initiate transaction code **ZPAA076**
 - Action type: Reallocation
 - Reason: Real Inc - Partial

Personnel Actions:

1. When PCR is approved, execute from your Inbox to access the Personnel Actions screen.
2. Enter the date (the same as the PCR).
3. Select **Reallocation**.
4. Click .
5. Save infotypes as applicable.
6. On the *Create Basic Pay* infotype (IT0008), enter **reason code ZA (Reallocation)**.

Reserve the balance in the employee's wage maintenance infotype

You must now put the remaining money on reserve by modifying the employee's Wage Maintenance infotype. Use the **create** function to enter the data. The effective date is the same as the Reallocation. Observe when you access the Wage Maintenance infotype, there are several blank fields. Those do not require data entry, and they are not supposed to default from any previous entry.

9. From the Easy Access screen, enter **PA30** in the Command field
10. Enter the employees' personnel number (be sure you use the same one you used in the first part of the exercise).
11. Enter **Infotype 0052** (Wage Maintenance) and **subtype 0200** (Future Adjustment Reallocation).
12. Click **Enter** to validate.
13. Click the **Create** icon.
14. Type **today's** date in the **Start Date** field.
15. Type the **amount being reserved** in the **Amount** field (for this example, enter \$1,650.00).
16. **Enter** and **Save**.

Questions

Answer the following questions.

Question 1

If you executed a Reallocation and no funds were available, what Action and additional step would you use to increase the salary when funds do become available?

A.

Question 2

What must take place prior to initiating ZPAA076-Workflow approval for a Reallocation?

A.

This exercise is complete.

Exercise 4.1 - Promotion

Scenario

The supervisor for Karla Hart is promoting her from an Informational & Communications Spec I position to an Informational & Communications Spec II position. The promotion will be effective as of the 15th of the next month. The accompanying pay increase is in accordance with State policy. Process the promotion in SAP.


Don't forget! You must have reinstated the Karla Hart assigned to you in a previous exercise before you can promote her.

There are three parts to this Exercise:

- I Initiate Workflow (WF)
- II Wait for Instructor or Navigator to approve PCR
- III Complete approved PCR

Part I – Initiate Workflow

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Before you begin, use PA20 to view the Actions infotype to make sure that the Karla Hart assigned to you indicates “Reinstated” as her last action.
2. Access **ZPAA076**.
3. Click . The Employee Action Request screen displays.
4. Enter the following data:

Field	Value
Personnel number	Use the Karla Hart from the Data Sheet assigned to your student number
Effective on	15 th of next month
Action Type	Promotion
Reason	Promotion
Annual Salary	Enter the minimum of the new position's salary range

NOTE: To complete Part I, use the information you learned from previous exercises to:

- Save the PCR and receive the PCR number
- Write a note for the approvers
- Initiate Workflow
- Log out

Part II – Wait for Instructor or Navigator to Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding

Part III – Process Approved PCR

NOTE: If the PCR results in moving the employee from one payroll type to a different payroll type, you would not process the PCR. Contact BEST.

NOTE: For Part III, use the information you learned from previous exercises to process the approved PCR:

- Execute the approved PCR
- Enter the applicable date and Action on Personnel Actions screen
- Process each infotype as applicable including a note on Actions and Basic Pay infotypes as appropriate
- Explicitly complete Workflow item

Field	Value
Create Basic Pay (0008)	Reason: Promotion

Exercise 5.1 - Separation

Overview

Cost Distribution: The Cost Distribution infotype displays in both types of Separation Action. In each case, you save the infotype to create the existing record. This record is needed in order to process any subsequent payouts to a separated employee who is in withdrawn status.

Caution! You should always ensure that time evaluation has been run for the employee and that the time balances to be paid out are accurate. Check to see that the last timesheet has been entered and approved.


Separation Date: The State of North Carolina defines your effective separation date as the last day you are still an employee. BEACON SAP defines it as the last day you are no longer an employee. DO NOT add a day to the Employee Action Request, nor any of the infotypes in the Personnel Action (except 0416). BEACON SAP automatically adds one day to the last day worked within the action. However, you must change the date on the Create Time Quota Compensation (0416) infotype to the effective date of the Action. This infotype only displays if you selected a leave payout subtype.

Scenario

Nicole Ahrens has informed you that the 15th of next month is the last day she will work. She is resigning effective that day for personal reasons and has leave that needs to be paid out. As you enter the Separation Action, you should remember to delimit any items on loan that the employee returned. If the employee has not returned the items on loan, but you need to process the Action in order to get him or her off payroll, you can go ahead and complete the Separation Action, but in that case, do not delimit the items on loan. You should then complete a PA30 on Monitoring of Tasks (0019) to create a reminder to retrieve the items.

Part I – Initiate Workflow

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Type **ZPAA076** in the Command field Log the Easy Access screen.
2. Click . The Employee Action Request screen is displayed.
3. Enter the following data:

Field	Value
Personnel number	Use the Nicole Ahrens from the Data Sheet assigned to your student number
Effective on	15 th of next month
Action Type	Separation
Reason	Personal Reasons

NOTE: To complete Part I, use the information you learned from previous exercises to:

- Save the PCR and receive the PCR number
- Write a note for the approvers
- Initiate Workflow
- Log out

Part II – Wait for Instructor or Navigator to Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding

Part III – Process Approved PCR from Initiator’s Inbox

NOTE: For Part III, use the information you learned from previous exercises to process the approved PCR. As the Initiator:

- Execute the approved PCR
- Enter the applicable date and Action on Personnel Actions screen
- Process each infotype as applicable including a note on Actions and Basic Pay infotypes as appropriate
 - Subtypes for infotype Time Quota compensation popup: select vacation payout
 - Infotype 0416: **Change the Date!**
 - Enter hours equal to those in the Rem. Column.
- Explicitly complete Workflow item

Questions

Answer the following questions.

Question 1

What is the main difference between a Separation Action and a Separation Pay Continuation Action?

A

Question 2

Which infotype must be delimited when a Separation occurs?

A

This exercise is complete.

Exercise 5.2 - Separation Pay Continuation

Overview

When you initiate a Separation Pay Continuation, there are at least 3 aspects of the process (1) Separation Pay Continuation Action (2) PA30 Monitoring of Tasks (3) Separation Action

Position number IT0000 - Actions

In the Separation Pay Continuation, BEACON SAP does not default the position to 99999999. You must manually change the position to the default value in order for the position to show as vacant. **Do not change** the position number to 9s **in Workflow**. You **change** the position number to 9s **on the Actions infotype** when you process the approved PCR (Personnel Actions).

Assignment button IT0001 – Organizational Assignment

On a Separation Pay Continuation during the Action, you must use the Assignment button on IT0001 to enter the Org Unit number of the highest level of org unit that you have access to (which may be the same Org Unit as the employee was assigned prior to Separation Pay Continuation). If you fail to process this step, you will not be able to create a Separation Workflow.

Effective Date

The State of North Carolina defines your effective separation date as the last day you are still an employee. BEACON SAP defines it as the last day you are no longer an employee. **DO NOT** add a day to the Employee Action Request, nor any of the infotypes in the Personnel Action (except 0416). BEACON SAP automatically adds one day to the last day worked within the action. However, you must change the date on the Create Time Quota Compensation (0416) infotype to the effective date of the Action. This infotype only displays if you selected a leave payout subtype.

Monitoring of Tasks

Create a PA30 Monitoring of Tasks to remind you at the end of the pay continuation to go in and initiate a regular Separation. For the following exercise (Inez Hayes), you would enter a due date that is 4 months from the Separation Pay Continuation Action to remind you to execute a regular Separation on that date. If the Separation Pay Continuation is for a law enforcement office, enter the date of the task **as the last date of the month** in which the employee turns 62, with a reminder 2-3 weeks prior that you must complete a regular Separation. If the law enforcement employee is on Separation Pay Continuation and dies prior to his or her 62nd birthday, a Separation would need to be created.

IT0041 if RIF

When the Separation Pay Continuation is due to RIF, IT0041 must be used to document when the employee was notified of the RIF.

Caution! You should always ensure that time evaluation has been run and that the time balances to be paid out are accurate.

Scenario


The department for which your employee (Inez Hayes) works is being downsized. As a result, Inez will be given severance for 4 months. Inez has applicable leave that she wants to be paid out also.

There are four parts to this Exercise:

- I Initiate Workflow (WF)
- II Wait for Instructor or Navigator to approve PCR
- III Process Approved PCR
- IV Complete the PA30 transaction

Part I – Initiate Workflow

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Type **ZPAA076** in the Command field on the Easy Access screen.
2. Click . The Employee Action Request screen is displayed.
3. Enter the following data:

Field	Value
Personnel number	Use the Inez Hayes from the Data Sheet assigned to your student number
Effective on	15 th of next month
Action Type	Separation Pay Continuation
Reason	Reduction – In- Force Severance

NOTE: To complete Part I, use the information you learned from previous exercises to:

- Save the PCR and receive the PCR number
- Write a note for the approvers
- Initiate Workflow
- Log out

Part II – Wait for Instructor or Navigator to Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Funding


Part III – Process Approved PCR

NOTE: For Part III, use the information you learned from previous exercises to process the approved PCR. As the Initiator:

- Execute the approved PCR
- Enter the applicable date and Action on Personnel Actions screen
- Process each infotype as applicable including a note on Actions and Basic Pay infotypes as appropriate
 - Actions : change the position number to 9s
 - Organizational Assignment:
 - Click the Assignment button.
 - Click the Organizational Unit radio button.
 - Enter: 20010330 (for this scenario. In your work environment, enter the Org Unit number that represents the highest level of the Org structure to which you have permission.
 - Click Continue. You are returned to IT0001. If necessary, enter 99999999 in the position number field.
 - Click Save.
 - Subtypes for infotype Time Quota popup: Select Vacation Payout
 - Create Time Compensation:
 - Change the date!
 - Enter the number of hours that are reflected in the Rem. column
- Explicitly complete Workflow item

Part IV - PA30

Use the Business Process Procedure (BPP) to complete the exercise scenario.

1. Enter transaction code **PA30** in the command field and click .
2. Select the employee.
3. Select the applicable infotype for Monitoring of Task and complete the appropriate fields. You want this infotype as a reminder to follow up and perform the regular Separation when the severance ends in four months (remember, the effective day of the Separation for this exercise was the 15th of next month).

Assume two days have passed (it is now the 17th of next month) and you have been informed the employee was presented with the RIF letter 30 days ago.

1. Select IT0041.
2. Use the Copy function.
3. Change the Start date of the infotype to the 17th of next month. **Caution!** If the date you enter the letter notification is the same or precedes the date of the Separation Action, the infotype will be deleted; otherwise it should delimit.
4. Use the down arrow to select the applicable date type.
5. Enter the date the employee was notified (30 days ago).

Notice that a new Monitoring of Task screen displays with a new reason of “RIF Eligibility Ends.” Add the new date of task as one year after the separation date.

Questions

Answer the following questions.

Question 1

After you enter the Separation Pay Continuation, what is the next step you should take?

A.

.....

Question 2

Which infotype is used to document that the employee received the RIF notification?

A.

.....

This exercise is complete.

Exercise 6.1 - Transfer Within Agency - Lateral

Scenario

Helen Stephens is an Office Assistant IV at the CR CDS MOA Deputy Director CFO organizational unit. She is making a lateral transfer to the CR CDS MOA Educational Service org unit. She is currently a full-time, subject FLSA employee with the same salary. The effective date is today. At the new division, she receives a cell phone.

Overview

Whether you are the Leaving Agency or the Receiving Agency, you should contact each other to discuss the transfer before processing in BEACON. The leaving Agency takes no action in BEACON (except delimit items the employee returned).

If your security access permits, you can see some information on employees from other Agencies. Run the *Verify Employment* BI Report located in the Cross Agency Verification folder.

If you transfer an employee from one *employee type* to a different *employee type*, you must change the Employee Subgroup. If the employee is going from one *payroll type* to a different *payroll type*, you will only initiate the PCR and when it is approved, you will contact BEST.

Two ways to process a Transfer in BEACON

There is only one Transfer Action in BEACON; however, you may process transfers in one of two ways, depending upon your security access.

If you have security access for:

1. both the *Leaving* Agency and the *Receiving* Agency, BEACON SAP allows you to complete all of the infotypes during the Transfer Action.
2. only the Receiving Agency, BEACON SAP allows you to partially complete the Action. In the latter case, you will use PA30 to complete the infotypes.


In this exercise you have authority for both the Leaving and the Receiving Agency.

There are three parts to this Exercise; however you will only be responsible for Parts I and III:



- I Initiate Workflow (WF)
- II Approve PCR
- III Process Approved PCR

Part I – Initiate Workflow (WF) as Initiator

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.



1. Assume you have already run the *Verify Employment Report* and found the employee in the Leaving Agency; assume you also used PPOSE and verified that the position is vacant.
2. On the Easy Access screen, type **ZPAA076** in the Command field.
3. Click . The Employee Action Request screen is displayed.
4. Enter the following data:




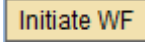

Field	Value
Personnel number	Use the Data Sheet Helen Stephens personnel number that is assigned to your student number.
Effective on	Today's date
Action Type	Transfer
Reason	Within Agency - lateral

5. Click Enter .
6. Click Create . The second screen of the Employee Action Request screen is displayed.
7. Enter the following data:

Field	Value
EE Position	Use the Data Sheet Office Administrative IV position number that is assigned to your student number. Enter
EE Group/Subgroup	The Employee Group and Employee Subgroup fields are now populated. When the Position number is entered, the Employee Subgroup defaults to FT Perm (S or N FLSAOT depending upon the position). You should change as applicable for the Action. For this Exercise, save the default.
Annual Salary	Same as previous salary (hint: look in Current column)

NOTE: Observe there are two fields that will not be used now, but will be used in later Actions: Work Against and Last Date Worked.

8. Click Enter .
9. Click Save . The Information pop-up is displayed with the assigned PCR number.
10. Write the PCR number on the employee paperwork (in class, use your Data Sheet).

11. Click  to close the pop-up.
12. Click Services for Object . **NOTE:** The Services for Object button displays either an icon menu or a drop-down menu depending upon whether you click on the right or left of the icon.
13. Select Create > Create Note.
14. Enter a note title.
15. Click in the note section and enter the applicable information to send along with the PCR. Begin the note with your name and the date. **NOTE:** The notes you write are only recorded in the Workflow PCR; they do not follow to the PA Action.
16. Click  to close the notes. If applicable, close the notes icon menu.
17. Click . The Information pop-up is displayed indicating that the PCR has been submitted.
18. Click  to close the Information pop-up. You are returned to the Employee Action Request (first screen).
19. You must now wait until the PCR has been approved and returned to your Inbox.




Part II - Instructor or Navigator will Approve the PCR

Note to instructor and navigator: There are two approval levels:

- Agency
- Financial

Part III – Process Approved PCR from Initiator’s Inbox

NOTE: In this exercise, you are processing an employee who already has an existing record; therefore, each infotype will have a warning message that the previous record will be delimited. Enter to bypass the warning message. Remember to save infotypes.

1. From the Easy Access screen, click SAP Business Workplace .
2. Click the node beside Inbox  to expand it.
3. Double-click Workflow. The PCRs that have been approved (or rejected) are listed in the right column.
4. Select the PCR you want to process.
5. Click Execute  (or double-click the PCR line item). BEACON SAP automatically takes you to the applicable screen for the Action (in this exercise, it is Personnel Actions)
6. On the Personnel Actions screen, enter:

Infotype/Field	Value
From	Today’s date (should always match the date you entered on WF).

Action Type	Transfer
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7. Click Enter .

8. Click Execute .

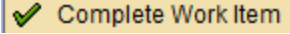
NOTE: It is a best practice to always save a pre-populated infotype even if you do not make changes. In some cases, there are dynamic infotypes that display only when the previous infotype was saved. If you use the Next record button instead of saving, those dynamic infotypes will not display and the employee's record will be incomplete.

9. Complete the following fields:

Infotype/Field	Value
Actions (0000)	
Reason for Action	Observe the field defaulted from WF
Reference Per. No	Leave blank
Position	Observe the field defaulted from WF
EE Group/Subgroup	Observe the field defaulted from WF If you forgot to make the applicable changes on the WF, you can make the changes now. Be aware, however, that when an audit is run of your Actions, this will show as a discrepancy. Enter and Save.
Organizational Assignment (0001)	Enter and Save
Create vacancy	Yes
Delimit vacancy	Yes
Date Specifications	Review for accuracy Enter and Save

Planned Working Time (0007)	<p>It is critical that you review this infotype. The planned working time defaults based from the employee's organizational structure—company code, personnel area and subarea, cost center, business area, fund and functional area.</p> <p>For this exercise, accept the default. Observe that when you press Enter, the hour field automatically populates. The weekly workday field does not default. Do not enter data in the weekly workday field.</p> <p>Enter and Save</p>
Possible subsequent activities	<p>Use the X to cancel. Since this is a “with-in” Agency transfer, the employee is already enrolled in the applicable retirement from the Leaving Agency.</p>
Basic Pay (0008)	<p>Reason: Transfer</p> <p>Observe that Salary populated from WF.</p> <p>Enter and Save</p>
Unemployment State (0209)	<p>Save</p>
Objects on loan (0040)	<p>If the employee returned the items and the Leaving Agency did not delimit the objects, the infotype will display with the item and the end date of 12/31/9999. In that case, you can either enter your item and do a PA30 to delimit the Leaving Agency's item, or alternatively, you can delimit the Leaving Agency's item in the Action and do a PA30 to add your item. It doesn't matter as long as you remember to do both if needed.</p> <p>In this case, assume that the employee did not return the item on loan to the previous Agency. However, you are going to enter the cell phone and use PA30 to delimit the ID later.</p> <p>Object on loan field: Use the down arrow to select the cell phone option</p> <p>Number/unit: 1.pieces</p> <p>Loan object #: BR549</p>

10. Click the Back button at the Personnel Actions screen (the system automatically returns you to Personnel Actions when you finish the last infotype within the Action).
11. The pop-up is displayed indicating that the item must be explicitly completed. Click

Complete Work Item . **NOTE:** It is critical that you complete this last step.

When the Leaving Agency notifies you that the employee has returned the item issued to the employee, follow the steps below to delimit the item (you will not perform these steps in

PA30	<ul style="list-style-type: none">• Enter the personnel number.• Enter 0040 and choose the applicable subtype for State ID.• Click the Delimit button.• Enter the delimit date in the pop-up. If the pop-up did not appear, enter the delimit date in the Delimit Date field.• Click the green check to close the delimit date notice.• Select the line item that contains the items that were issued by the Leaving Agency.• Click the Delimit button.
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class):

Questions

Answer the following questions.

Question 1

What is the name of the report that you should view before you transfer a BEACON employee into your BEACON Agency?

A.

Question 2

True or False: You can use the Transfer Action only when you are transferring an employee into your Agency from another BEACON Agency; however, you cannot use this Action to move an employee within your own Agency.

A.

Question 3

True or False: A reassignment cannot be included with a Transfer Action.

A.

This exercise is complete.

Exercise 6.2 - Transfer Agency to Agency - Promotion

Scenario

Marsha Sanders is being promoted from Facility Survey Consultant I at DHHS to a Facility Planner III at the CR CDS Capital Projects Unit Org unit. She returned the objects on loan to the Leaving Agency, but the HR Master Data Maintainer there failed to delimit the infotype. In addition, your agency issued Marsha a cell phone.

Be sure to read the information in the previous exercise about processing Transfer Actions.


In this exercise, you only have authority for the Receiving Agency and no authority for the Leaving Agency. Therefore, you will only partially complete the infotypes in the Transfer Action. You will finish the infotypes using PA30.

There are four parts to this Exercise; however you will only be responsible for Parts I, III and IV:

- I Initiate Workflow (WF)
- II Wait for Instructor or Facilitator to approve PCR
- III Process Approved PCR
- IV PA30 to complete the infotypes


Part I – Initiate Workflow (WF) as Initiator

Access the Business Process Procedure (BPP) from Help > BEACON Help. Follow along with the BPP to complete the exercise.

1. Assume you have already run the *Verify Employment Report* and found the employee in the Leaving Agency; assume you also used PPOSE and verified that the position is vacant.
2. On the Easy Access screen, type **ZPAA076** in the Command field.
3. Click . The Employee Action Request screen is displayed.
4. Enter the following data:






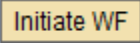

Field	Value
Personnel number	Use the Data Sheet Marsha Sanders personnel number that is assigned to your student number.
Effective on	Today's date
Action Type	Transfer
Reason	Agency to Agency - Promotion

5. Click Enter .

6. Click Create . The second screen of the Employee Action Request screen is displayed.
7. Enter the following data:

Field	Value
EE Position	Use the Data Sheet Facility Planner III position number in that is assigned to your student number. Press Enter. NOTE: When the Position number is entered, the Employee Subgroup defaults to FT Perm. Change as needed for the Action. Save to accept the default.
Annual Salary	The minimum of the salary range.

NOTE: Observe there are two fields that will not be used now, but will be used in later Actions: Work Against and Last Date Worked.




8. Click Enter .
9. Click Save . The Information pop-up is displayed with the assigned PCR number.
10. Write the PCR number on your new hire paperwork (in class, use your Data Sheet).
11. Click  to close the pop-up.
12. Click Services for Object . **NOTE:** The Services for Object button displays either an icon menu or a drop-down menu depending upon whether you click on the right or left of the icon.
13. Select Create > Create Note.
14. Enter a note title.
15. Click in the note section and enter the applicable information to send along with the PCR. Begin the note with your name and the date. **NOTE:** The notes you write are only recorded in the Workflow PCR; they do not follow to the PA Action.
16. Click the green check  to close the notes. If applicable, close the notes icon menu.
17. Click . The Information pop-up is displayed indicating that the PCR has been submitted.
18. Click the green check  to close the Information pop-up. You are returned to the Employee Action Request (first screen).
19. You must now wait until the PCR has been approved and returned to your Inbox.

Part II - Instructor or Navigator will Approve the PCR



Note to instructor and navigator: There are two approval levels:

- Agency
- Financial


Part III – Process Approved PCR as Initiator


1. From the Easy Access screen, click SAP Business Workplace .
2. Click the node beside Inbox  Inbox to expand it.
3. Double-click Workflow. The PCRs that have been approved (or rejected) are listed in the right column.
4. Select the PCR you want to process.
5. Click Execute  (or double-click the PCR line item). OSC HR/Payroll SAP automatically takes you to the applicable screen for the Action, (in this case it is Personnel Actions).
6. On the Personnel Actions screen, enter:

Infotype/Field	Value
From	Today's date
Action Type	Select Transfer

7. Click Enter .
8. Click Execute .
9. Complete the following fields:

Infotype/Field	Value
Actions (0000)	
Reason for Action	Observe the field defaulted from WF
Reference Per. No	Leave blank
Position	Observe the field defaulted from WF
EE Group/ Subgroup	Observe the field defaulted from WF If you forgot to make the applicable changes on the WF, you can make the changes now. Be aware, however, that when an audit is run of your Actions, this will show as a discrepancy. Enter and Save.

Infotype/Field	Value
Organizational Assignment (0001)	Enter and Save
Create vacancy	Yes
Delimit vacancy	Yes  STOP!!!!
<p>NOTE: In your work environment, as soon as you click the second “yes”, BEACON SAP automatically takes you out of the Action and returns you to the Personnel Actions screen because you do not have the authority to create a vacancy for the leaving Agency.</p> <p>In Training, you must manually back out of the Action.</p> <p>A. Click the Back button on the Date Specifications infotype to exit the Action and return to the Personnel Actions screen (you perform this step only in training).</p> <p>B. Click Yes at the message indicating data will be lost (you perform this step only in training).</p> <p>The remaining steps are done the same in training as in your work environment.</p>	

10. Click the Back button at the Personnel Actions screen.
11. The pop-up is displayed indicating that the item must be explicitly completed. Click Complete Work Item  Complete Work Item. **NOTE:** It is understood that technically you have not completed the work item at this step; however, you are to still select it, and then immediately process a PA30 to complete the item.

Part IV – Process PA30

1. From the Easy Access screen, enter PA30 in the Command field.
2. If necessary, enter the Personnel number.
3. Select the **Actions** infotype.
4. Select the **All** time period
5. Click the **Overview** button.
6. Select the **Transfer** action row on the List Actions infotype (0000).
7. Click the **Copy** icon. The Copy Actions infotype (0000) is displayed.
8. Select the **Execute Infogroup** button on the Change Actions infotype. A message at the bottom indicates the record is stored only in additional infotypes.
9. Click **Save**.
10. Click the check to bypass the message that the record will not be saved. The Organizational Assignment infotype (0001) is displayed.
11. Click **Save**. Enter to get past the message that indicates the entry deletes a record. The Copy Date Specifications infotype is displayed.

12. Beginning with the Copy Date Specifications infotype, either enter data and save, or just save the infotypes as applicable:
 - 0041 (Agency date should have pre-populated as the transfer date)
 - 0007 Planned Working time – change as necessary and Save
 - 0008 (**Caution!** The reason on 0008 is **always** the same type as the Action name (in this case the Action was **Transfer** even though a promotion was involved).
 - 0209 Unemployment State - Save
 - 0040 Enter the cell phone: 919-584-1212
13. When you have completed the last infotype in the series, OSC HR/Payroll automatically returns you to the List Actions infotype screen.
14. Click the green arrow back to the Maintain HR Master Data screen.
15. Use the Overview function to see both items on loan. You should see the item from the Leaving Agency is still active and the cell phone has been added with an end date of 12/31/9999.
16. Verify that the Transfer Work Item is complete (assuming you clicked the Complete Work Item in a previous step as instructed) by checking the Outbox in either the Started Workflows as well as the Workflows Completed by Me folders. In either folder, use the Workflow tracker to see that the last item on the list shows that it was processed by you.